

**Environmental Justice Workplan – as approved by BDPAC 2002
(with draft cost figures for CBDA 10 year Finance Plan
{8/11/04}**

EJSC Goals, Objectives, and Strategies	Timeline	Lead(s)	Status	Annual Costs
Objectives				
1. EJSC, CBDA program staff, and BDPAC Subcommittees develop program-wide environmental justice goals, objectives, strategies, and performance measures and integrate them into CBDA Program Plans.				
Strategies / Action				
1a. EJ Subcommittee (EJSC) and CBDA Programs draft goals, objectives, strategies, and performance measures for integration of environmental justice into CBDA program plans with technical assistance from EJ reps on each Subcommittee, EJ Coordinator, and EJSC.	<i>Dec 2003 – Feb 2004</i>	<ul style="list-style-type: none"> • Program managers • Subcommittee Co-chairs and members • Technical assistance provided by EJ reps for each Subcommittee, EJ Coordinator, and EJ Subcommittee 	Completed for 2002 Program Plans; <u>Separate EJ (and Tribal) Sections to be added to 2003 Program Plans</u>	Program Coordination / Program Management - \$120,000 Consultancy - \$25,000 \$20,000 Administrative Support / Paid Intern - \$60,000
1b. EJSC review and public comment on draft environmental justice goals, objectives, strategies, and performance measures for each CALFED program	<i>Dec 2003 – Feb 2004</i>	<ul style="list-style-type: none"> • EJ Coordinator • Administrative support 	Draft Goals & Objectives and Performance Measures under review (Dec 2003 – Feb 2004)	
1c. Enhance Public Participation Tools		<ul style="list-style-type: none"> • EJ Coordinator • Dep. Dir. for Comms 	•	
1e. Secure increased funding to support EJ Activity in CBDA (logistics and admin support)	<i>Dec 2003 – Feb 2004</i>	<ul style="list-style-type: none"> • Co-Chairs • EJ Coordinators 	•	
1f. Assess EJSC become a grants funding source		<ul style="list-style-type: none"> • Co-Chairs • EJ Coordinator 	•	
1g. Assess EJSC receiving internal CBDA funding stream	<i>Nov 2003 – Dec 2004</i>	<ul style="list-style-type: none"> • EJ Coordinator • Deputy Director 	•	
Objectives				
2. Develop annual EJ Work Plan. The EJSC shall assist programs with implementation of program-wide goals, objectives, strategies, and performance measures.				

**Environmental Justice Workplan – as approved by BDPAC 2002
(with draft cost figures for CBDA 10 year Finance Plan
{8/11/04}**

EJSC Goals, Objectives, and Strategies	Timeline	Lead(s)	Status	Annual Costs
Strategies / Action				
2a. Convene EJ Subcommittee to review previous year's annual plan, evaluate its effectiveness using performance measures, and develop a revised annual plan and budget consistent with program-wide goals and objectives	<i>July – Sept annually</i>	<ul style="list-style-type: none"> • EJ Coordinator • Administrative support • CBDA Budget Coordinator • BDPAC Coordinator 	•	
2b. EJ Subcommittee review and public comment on draft annual program plans and budgets. ¹⁴	<i>Feb – May annually</i>	<ul style="list-style-type: none"> • EJ Coordinator • EJSC • Admin support 	•	
2c. Integrate EJSC annual plan goals and objectives into program plans during program subcommittee meetings	<i>Feb – May annually</i>	<ul style="list-style-type: none"> • EJ Coordinator • EJSC • Program managers • Co-chairs 	Completed 2002; Process for 2003 begins in Dec 03 and Jan 04	
2d. Create performance measures and objectives/strategies for each program element	<i>Nov 2003 – Dec 2004</i>	<ul style="list-style-type: none"> • EJSC 	Draft Goals & Objectives and Performance Measures under review (Dec 2003 – Feb 2004)	\$10,000
2e. Ensure that each CBDA subcommittee / Program Element has an EJ Project completed by end of year	<i>Feb – May annually</i>	<ul style="list-style-type: none"> • EJ Coordinator • Program Managers • Co-Chairs 	•	
Objectives				
3. Ensure meaningful and substantive participation of <i>CBDA Agencies</i>, community-based organizations and environmental justice interest groups in CBDA program planning, program implementation, and decision-making, including BDPAC Subcommittee and regional workgroups.				
Strategies / Action				
3a. Representation of environmental justice stakeholder(s) on CBDA and BDPAC Subcommittees. Ensure at least one EJ	<i>Completed</i>	<ul style="list-style-type: none"> • EJ Coordinator • Subcommittee Co-chairs • BDPAC Coordinator 	•	\$1,500

**Environmental Justice Workplan – as approved by BDPAC 2002
(with draft cost figures for CBDA 10 year Finance Plan
{8/11/04}**

EJSC Goals, Objectives, and Strategies	Timeline	Lead(s)	Status	Annual Costs
stakeholder on each.				
3b. Ensure equitable representation of EJ stakeholder(s) on each regional CALFED body.		<ul style="list-style-type: none"> • EJ Coordinator • Regional Coordinators • EJSC 	•	\$1,500
3c. Develop regional outreach and community participation workplan and strategies	Jan – Mar 2004	<ul style="list-style-type: none"> • EJ Coordinator • Regional Coordinators • EJSC 	•	\$5,000
3d. Capacity building and technical assistance to/among EJ groups and communities – linked to EJSC (and other CBDA) meetings, workshops, and trainings. Develop processes for EJ organizations to better access funds. CBDA to provide information/training.	Apr – Dec 2004 {then annually}	<ul style="list-style-type: none"> • EJ Coordinator • Regional Coordinators • EJSC 	•	\$25,000
3e. Link specific CBDA Programs with specific community groups		• EJSC	•	
Objectives				
4. Develop and implement a CBDA program-wide environmental justice education and technical assistance program.				
Strategies / Action				
4a. Devise and conduct needs assessment of CALFED agencies and staff to ascertain environmental justice training and technical assistance. Revisit and revise earlier survey.	Jan – Mar 2004	EJ Coordinator EJSC EJ Training Collaborative Members (EPA Region 9)	•	
4b. Based upon results of needs assessment, develop and implement a tailored training program to provide needed education and technical assistance to CBDA programs/staff. <i>Trainings to include EJ Analysis of CBDA programs</i>	Apr – Dec 2004 {then annually}	<ul style="list-style-type: none"> • EJ Coordinator • EJTC 	•	\$1,500

**Environmental Justice Workplan – as approved by BDPAC 2002
(with draft cost figures for CBDA 10 year Finance Plan
{8/11/04}**

EJSC Goals, Objectives, and Strategies	Timeline	Lead(s)	Status	Annual Costs
4c. Conduct needs assessment of the barriers in implementation of EJ within CBDA				
Objectives				
5. Develop tools and capacity of CBDA agencies and staff to identify, evaluate, and avoid/mitigate environmental <i>injustices</i>.				
Strategies / Actions				
5a. Identify/acquire source of demographic, environmental, land use, water, and other related information by watershed within CBDA solution area	<i>June 2003 – Feb 2004</i>	<ul style="list-style-type: none"> • EJ Coordinator • Watershed Program Mgr • Resources Agency (CA Legacy Project) 	•	\$20,000
5b. Utilizing demographic methods and GIS, identify low-income populations, underrepresented communities, Tribes or others potentially impacted by CBDA actions.	<i>June 2003 – Feb 2004</i>	<ul style="list-style-type: none"> • EJ Coordinator • Science Program • USEPA and/or other CALFED agency • Resources Agency (CA Legacy Project) 	•	
5c. Gather GIS data related to EJ that is specifically linked to each Program Element	<i>Feb 2004 – May 2004</i>	<ul style="list-style-type: none"> • EJ Coordinator 	•	
5c. Develop an environmental justice impact assessment methodology and guidance for CBDA programs for CEQA, NEPA, and Title VI compliance		<ul style="list-style-type: none"> • Science Program • USEPA and/or other CALFED agency • CALEPA • EJ Coordinator 	•	
5d. Train CBDA agencies and staff to use environmental justice impact assessment tools for CDBA actions requiring environmental review		<ul style="list-style-type: none"> • EJ Coordinator • Program Managers 	•	\$1,500
5e. Develop program-wide performance measures in	<i>Feb – May annually</i>	<ul style="list-style-type: none"> • EJ Coordinator • EJSC 	•	

**Environmental Justice Workplan – as approved by BDPAC 2002
(with draft cost figures for CBDA 10 year Finance Plan
{8/11/04}**

EJSC Goals, Objectives, and Strategies	Timeline	Lead(s)	Status	Annual Costs
consultation with EJSC to evaluate CBDA effectiveness in addressing environmental justice each year	<i>{for inclusion in CBDA Program Plans}</i>	<ul style="list-style-type: none"> • Program Managers • CDBA Science Board 		
Objectives				
6. Address priority environmental justice issues in each CBDA program. Identify priority issues using notes from regional EJ workshops.				
Strategies / Actions				
6a. Designate an environmental justice liaison for each CBDA agency	<i>Jan – Mar 2004</i>	<ul style="list-style-type: none"> • EJ Coordinator 	•	
6b. Develop specific criteria, guidelines, community partnership requirements, and outreach process for Program Solicitation Proposals (PSP) to address existing and emerging environmental justice issues in CBDA solution area. Identify within scope of work and budget selected activities to address environmental justice issues and concerns.	<i>Jan- Mar 2004</i>	<ul style="list-style-type: none"> • EJ Coordinator • EJSC • Program Managers 	•	
6c. Develop program to address mercury contamination / fish contamination in CBDA solution area	<i>Jan – Mar 2004</i>	<ul style="list-style-type: none"> • Ecosystem Restoration Program Manager • EJ Coordinator • Tribal Coordinator 	•	<i>\$10,000</i>
6d. Develop program to address the potential impacts of land retirement on EJ communities of color in CBDA solution area	<i>Dec 2003 – June 2004</i>	<ul style="list-style-type: none"> • Ecosystem Restoration Program Manager • EJ Coordinator 	•	<i>\$10,000</i>
6e. Develop program to address the potential impacts		<ul style="list-style-type: none"> • Water Transfers Program 	•	

**Environmental Justice Workplan – as approved by BDPAC 2002
(with draft cost figures for CBDA 10 year Finance Plan
{8/11/04}**

EJSC Goals, Objectives, and Strategies	Timeline	Lead(s)	Status	Annual Costs
of water transfers on EJ communities of color in CBDA solution area		<ul style="list-style-type: none"> Manager • EJ Coordinator 		
6f. Develop program to address the basic water infrastructure needs of EJ communities in CBDA solution area		<ul style="list-style-type: none"> • Water Management Program Manager • EJ Coordinator 	•	\$10,000
6g. Develop program to address existing drinking water quality problems affecting EJ communities in CBDA solution area		<ul style="list-style-type: none"> • Drinking Water Quality Program Manager • EJ Coordinator 	•	\$10,000
6h. Identify additional existing and emerging environmental justice issues through community outreach and workshops related to EJSC, regional task forces, other EJ programs/workgroups/activities, and project-specific environmental justice review/analysis	<i>Apr – Dec 2004</i>	<ul style="list-style-type: none"> • EJ Coordinator • EJSC 	•	\$5,000
6i. Identify and secure resources for participation in Program activities. <i>Annual</i> Funding Plan for CBDA approval	<i>Mar – May annually</i>	<ul style="list-style-type: none"> • EJ Coordinator • EJSC • Deputy Director 	•	
6j. Address issue of contract funding on reimbursable basis.	<i>Dec 2003 – Jan 2004</i>	<ul style="list-style-type: none"> • EJ Coordinator • EJSC 	•	
6k. Assess obstacles and consider options to contract funding on reimbursable basis.	<i>Jan- Mar 2004</i>	<ul style="list-style-type: none"> • EJ Coordinator 	•	
6l. Availability of technical assistance in development of responses to PSP's.		<ul style="list-style-type: none"> • EJ Coordinator • EJSC Program Managers 	•	

**Environmental Justice Workplan – as approved by BDPAC 2002
 (with draft cost figures for CBDA 10 year Finance Plan
 {8/11/04}**

EJSC Goals, Objectives, and Strategies	Timeline	Lead(s)	Status	Annual Costs
6m. Develop criteria to track funding and actions related to environmental justice in Program activities.	<i>Jan – June 2004 {in conjunction with CDBA Finance Plan Activities}</i>	<ul style="list-style-type: none"> • EJ Coordinator • EJSC • Program Managers 	•	
6. Identify three EJ related projects for each Program Element	<i>Jan – Mar 2004</i>	• EJSC	•	
				TOTAL - \$336,000